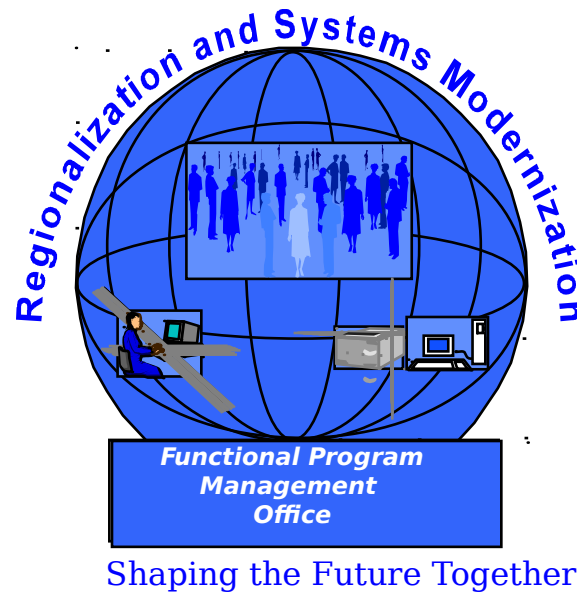


INSTRUCTIONS FOR PRESENTATION

- ◆ This briefing was prepared in PowerPoint 4.0. It was intended to be viewed on your personal computer or paper or to be delivered as a group presentation.
- ◆ Before you view this briefing or present it to a group, you must **view it or print it in *Notes Page* format to obtain the text for the briefing.**
- ◆ The first several slides in this presentation provides definitions to terminology used in the briefing. If you are presenting this briefing to a group it is recommended that you provide the audience with a copy of the definition slides rather than covering them in detail as part of



DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE



Shaping the Future Together

MODERN DCPDS OVERVIEW

April 1998

**Regionalization and Systems Modernization Division
Defense Civilian Personnel Management Service**

703-696-1760

DSN 426-1760

<http://www.cpms.osd.mil>

MODERN DEFENSE CIVILIAN

PERSONNEL DATA SYSTEM (DCPDS)

◆ Terminology

OVERVIEW

- ◆ The Modern DCPDS
- ◆ Development
- ◆ Testing
- ◆ Deployment
- ◆ Training
- ◆ System Administration
- ◆ Security
- ◆ Summary

TERMINOLOGY

- ◆ **Defense Civilian Personnel Data System (DCPDS) - Legacy System**
- ◆ **Defense Civilian Personnel Data System (DCPDS) - Modern DCPDS**
- ◆ **Integrated Personnel Process Improvement Suite**
- ◆ **Open System**



TERMINOLOGY

- ◆ **Network**
- ◆ **Server**
- ◆ **Client-Server**
- ◆ **Local Area Network (LAN)**
- ◆ **Wide Area Network (WAN)**
- ◆ **Relational Database**



TERMINOLOGY

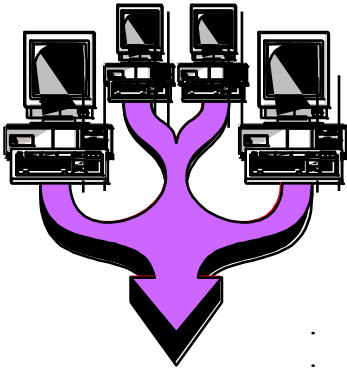
- ◆ **Graphical User Interface (GUI)**
- ◆ **Regional Service Center (RSC)**
- ◆ **Customer Support Unit (CSU)**



THE MODERN DCPDS

- ◆ **What is the Modern DCPDS**
- ◆ **Top 10 Reasons for a New System**
- ◆ **What It will Look Like**
- ◆ **How It Will Work (Operating Environment)**
- ◆ **Benefits to the User**

WHAT IS THE MODERN DCPDS?



- ◆ **A Human Resources Information System for DoD Civilian Employees**
 - **Replaces DCPDS (legacy system)**
 - **Replaces Component headquarters systems**
- ◆ **New architecture**
 - **client-server**
 - **open system**
 - **relational database**

TOP TEN REASONS

- ⑩ Eliminated multiple systems**
- ⑨ Eliminated stovepipe systems**
- ⑧ Implemented current technology**
- ⑦ Reduced costs**
- ⑥ Integrated reengineered personnel processes**
- ⑤ Improved business processes**
- ④ Ensured year 2000 compliance**
- ③ Supported Regionalization**
- ② Provided direct access to information**
- ① Improved service**

Action Edit Query Go Folder Special Help Window

People

Name

Last **KEENE** Type **Employee**

First **CAROLYN** Hire Date **15-JUN-1994**

Middle **JANE**

Preferred **CARRIE**

Previous Last **HARDY**

Prefix **Mrs.** **Female**

Employment Information

Ethnic Origin **Black**

Visa Type

New Hire **Already Reported**

☐ Child Support Obligation

Effective Dates

From **28-FEB-1997**

Ethnic Group

Find %

Alaskan Native
American Indian
Asian
Black
Caucasian
Hispanic
Pacific Islander

Find OK Cancel

Address **Picture** **Assignment** **Special Info** **Others...**

WORK FLOW BUTTONS

☒ Close Existing Windows

Open

MENU BAR

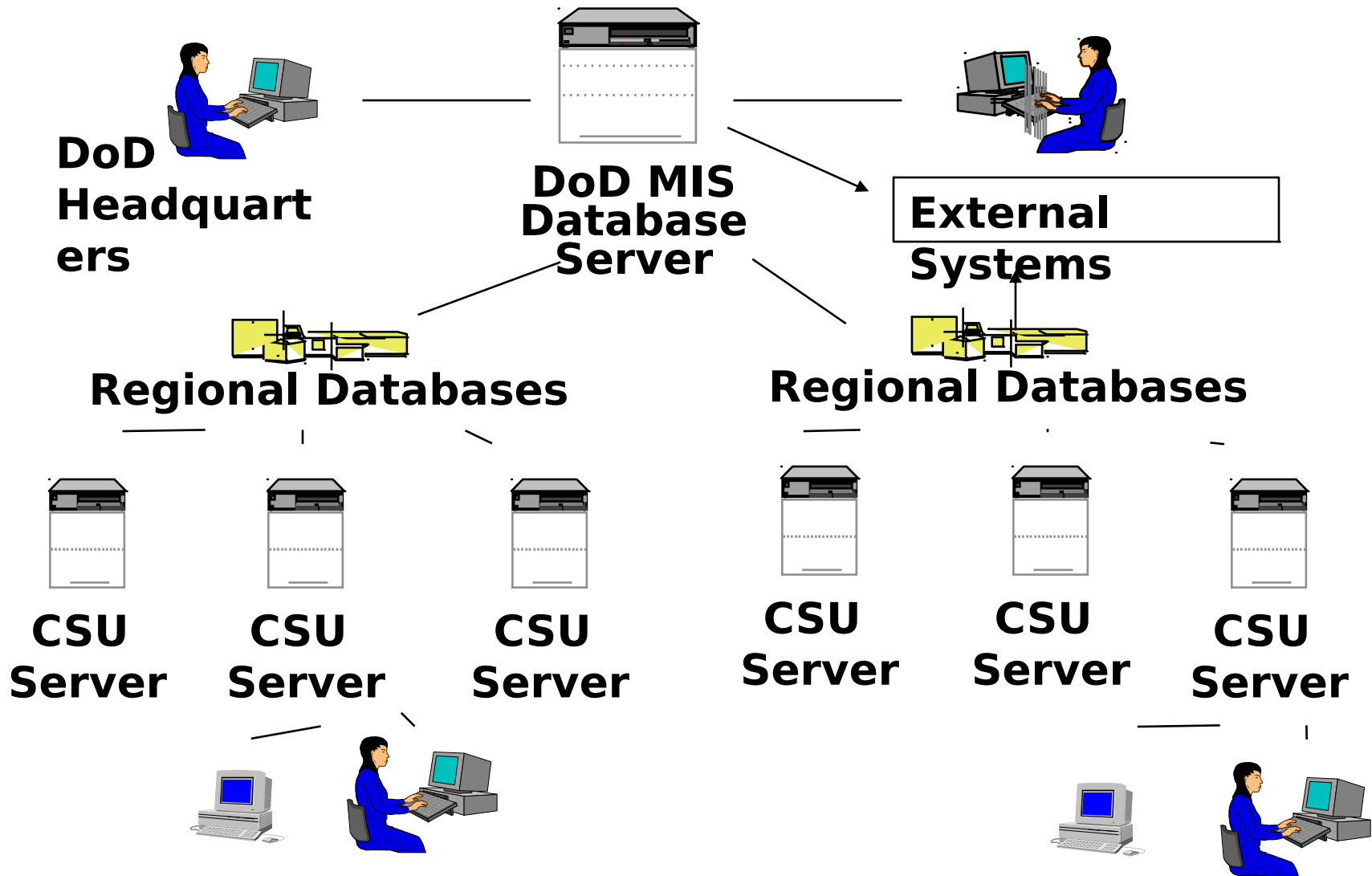
TOOL BAR

POP-UP MENU

LIST OF VALUES

WORK FLOW
BUTTONS

HOW IT WILL WORK (OPERATING ENVIRONMENT)



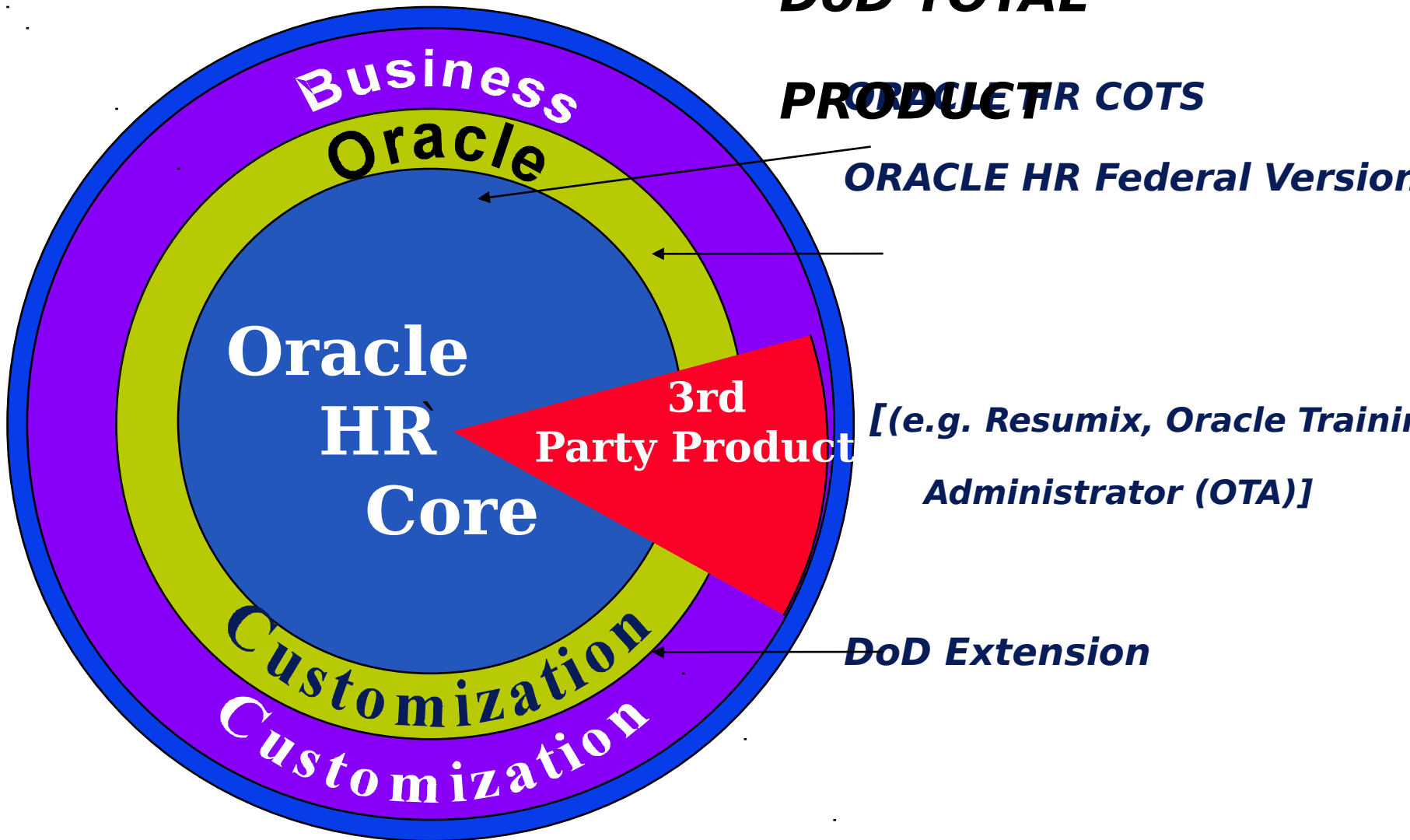
BENEFITS TO THE USER

- ◆ **Increased access to information**
- ◆ **Enhanced productivity**
- ◆ **Reduced redundant operations**
- ◆ **Improved human resources operations**

SYSTEM DEVELOPMENT

DoD TOTAL

PRODUCT

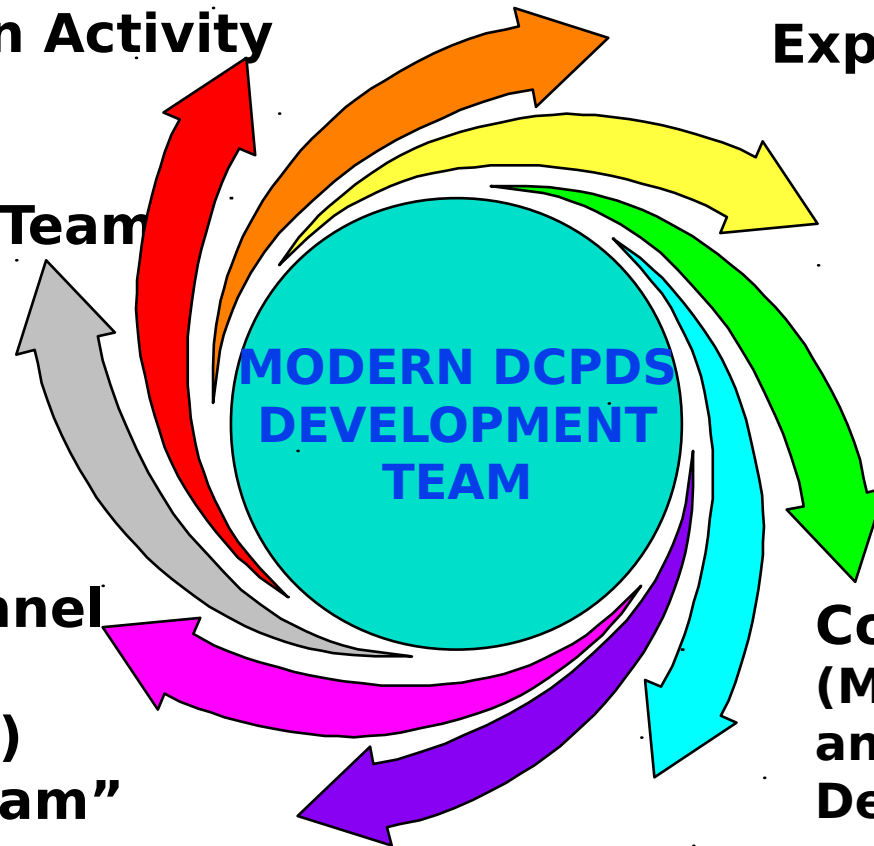


THE DEVELOPMENT TEAM

**Air Force
Central Design Activity
(CDA)
“Technical
Development Team”**

**Oracle
Experts**

**Resumix
Experts**



**Civilian Personnel
Management
Service (CPMS)
“Functional Team”**

**Components
(Military Departments
and
Defense Agencies)**

....Each has an Important Role

WHEN WILL IT HAPPEN?



FY95
FY00

FY96

FY97

FY98

FY99

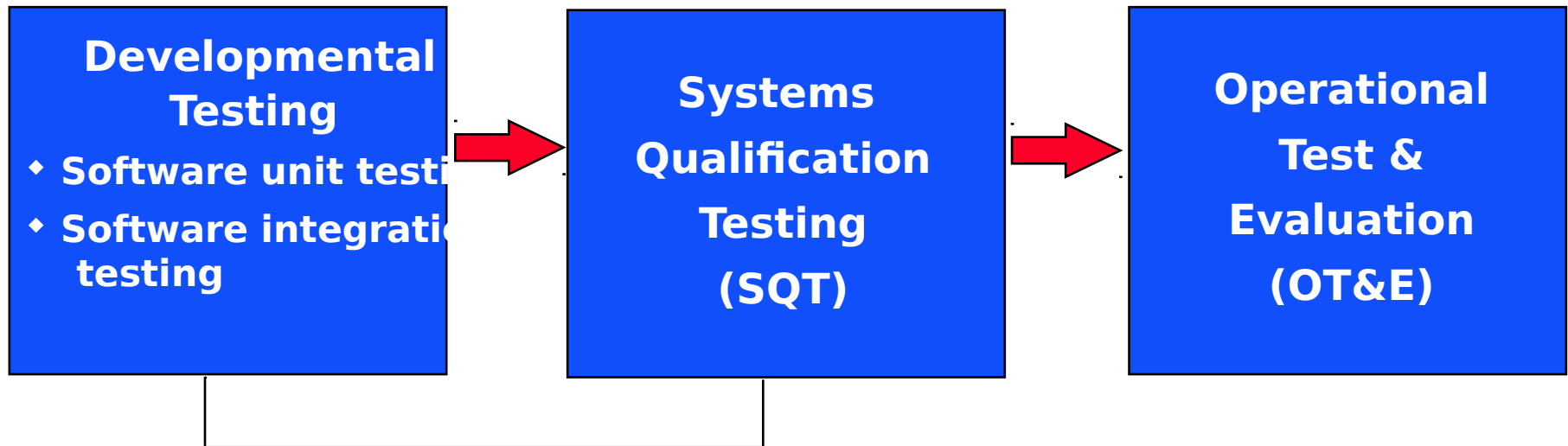
Summer 98 System Qualification Testing
(SQT)

Fall 98 Initial Deployment (4 sites)

Spring 99 Operational Test & Evaluation
(OT&E)

Summer 99 Full Deployment

TESTING



- Conducted by developers & functional analysts
with Component participation

- Mercury test tool

- Deployment to 4 sites
- Assesses system usability
- Conducted by Air Force Operational Test & Evaluation Center (AFOTEC)

DEPLOYMENT PHASES

INITIAL DEPLOYMENT

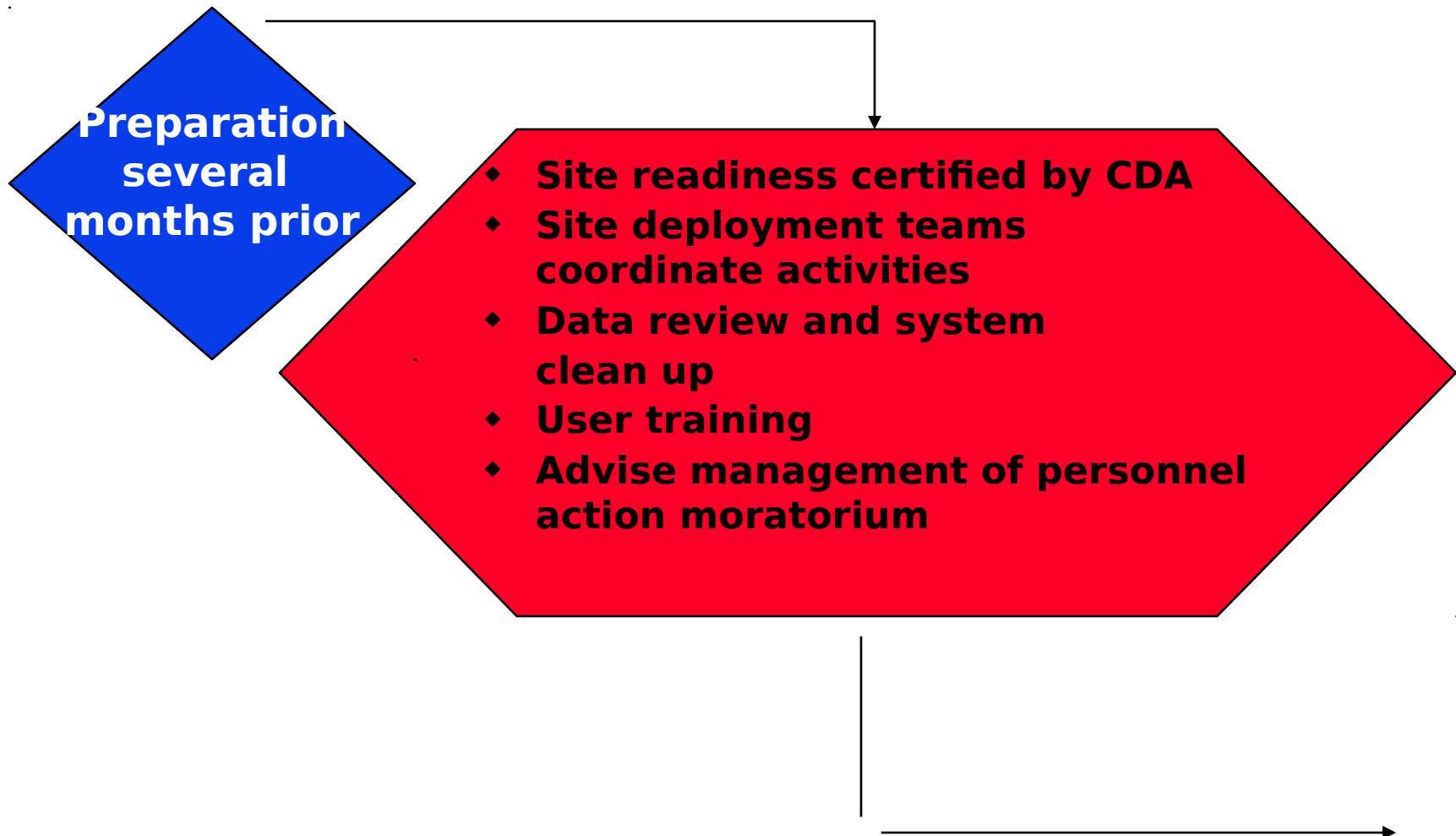
- **Four Sites**
 - Ft. Richardson, AK
 - Silverdale, WA
 - Personnel Center, Randolph AFB, TX
 - Washington Headquarters Service, Washington DC
- **OT&E**



FULL DEPLOYMENT

- **All remaining RSCs & CSUs (schedule TBD)**
- **One to two RSCs deployed per pay**

DEPLOYMENT SEQUENCE



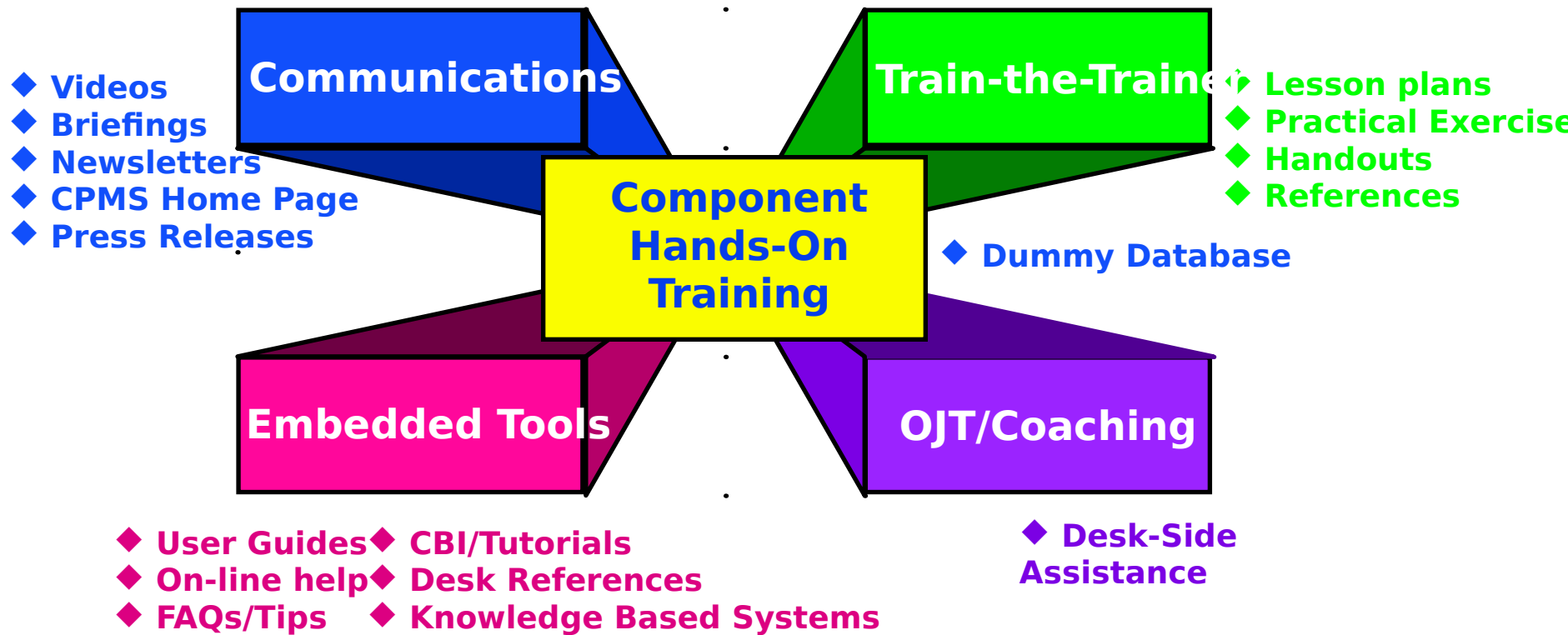
DEPLOYMENT SEQUENCE

**Installation
and
conversion
(plan on a 2**

- ♦ **Deployment team arrives**
- ♦ **Stand down of legacy DCPDS**
- ♦ **CDA converts data and loads RSC server**
- ♦ **Install software at RSC and CSUs**
- ♦ **Deployment team ensures system is fully operational**

**Deployment
Completed**

TRAINING AND PERFORMANCE SUPPORT



CPMS
Conducts Train-
the-Trainer for
Component
Trainer Cadres

HR STAFF TRAINING

**Component
Trainers
Conduct Hands-
On Classroom**

**Individual Practice
w/
"Dummy**

Deployment

**On-Going
Performance Support**

TRAINING TEAM COMPOSITION

- **Technical Advisor (System Administrator)**
- **Subject Matter Experts**
 - **Classification**
 - **Staffing**
 - **Employee Management Relations**
 - **Training & Development**

On-line support tools
OJT
Coaching

HUMAN RESOURCES STAFF CURRICULUM

PREREQUISITES

★ Basic Computer Skills

CORE

Overview of the
modern DCPDS

SPECIFIC TO DUTIES

Classification &
Position Management
Using the Modern
System

Staffing
Using the Modern
System

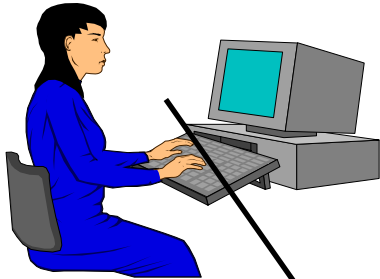
Administering
Workforce Relations
Using the Modern
System

Administering
Benefits &
Entitlements
Using the Modern
System

Employee Training &
Development
Using the Modern
System

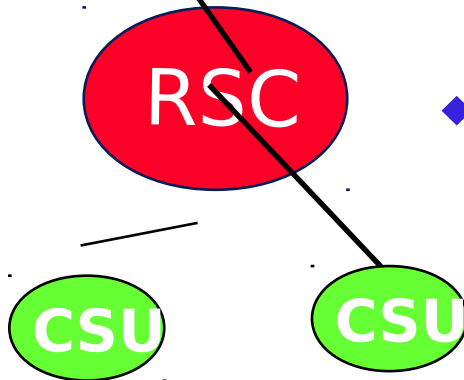
★ On-line Support ★ On-the-Job Coaching ★ User Guides ★ “Cheat Sheets” ★ Call Center

SYSTEM OPERATIONS



◆ CPMS PROVIDES CENTRAL SERVICES

**Configuration management
Database administration
Performance monitoring
Backup and recovery
Software distribution**

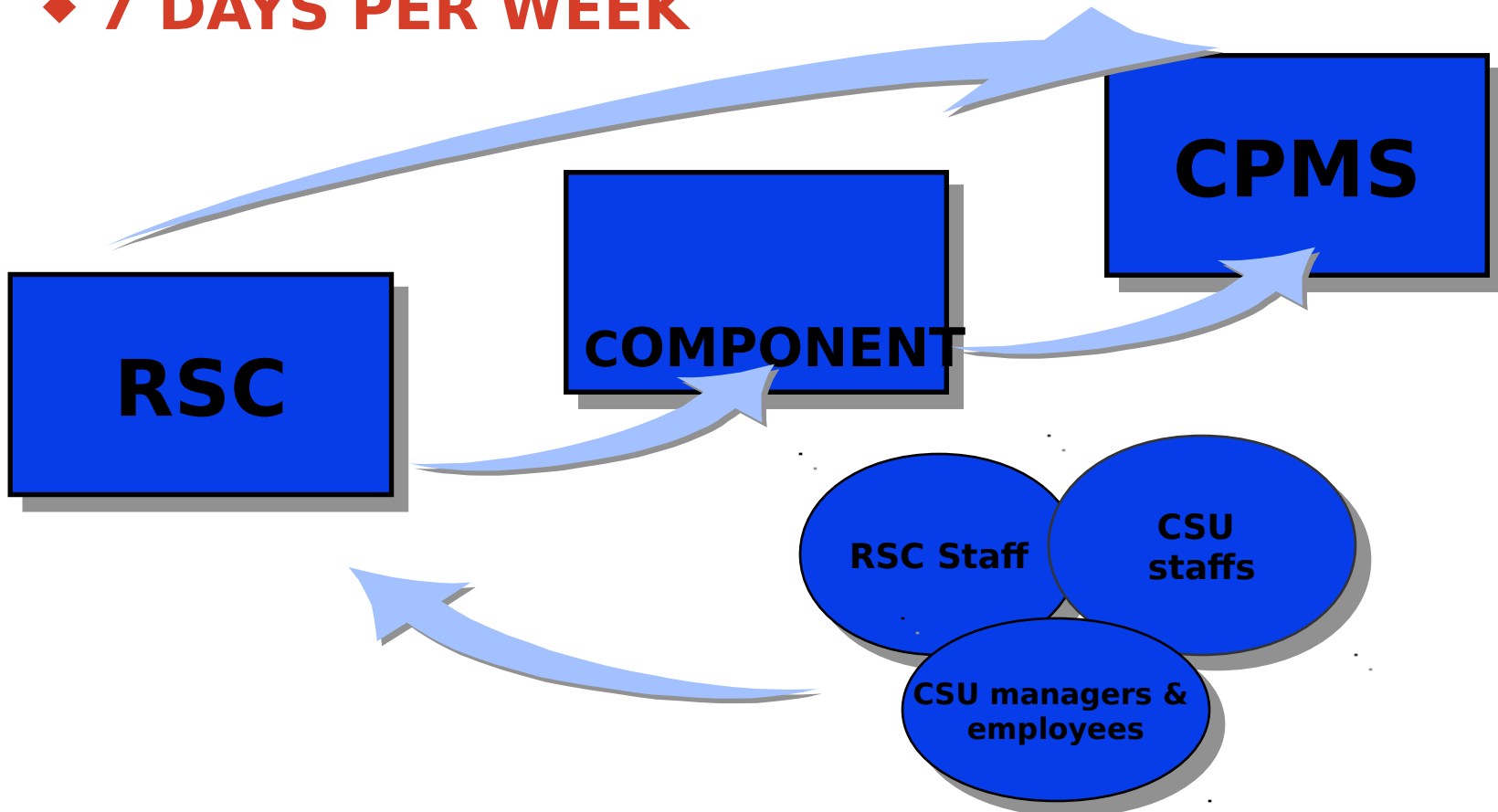


◆ COMPONENTS

**Arrange for WAN support
Monitor LAN
Provide Web-related services
Request & coordinate system
change requests**

HELP DESK SUPPORT

- ◆ **WORLD WIDE SUPPORT**
- ◆ **24 HOURS A DAY**
- ◆ **7 DAYS PER WEEK**



SYSTEM SECURITY

Inherent in modern DCPDS architecture

Everyone's business

- ◆CPMS

- Develops security policy

- ◆System Administrators

- Perform security management
 - Issue user accounts

- ◆Components

- Establish policies to ensure compliance with DoD and Component security requirements

SUMMARY

- ◆ **The modern DCPDS will improve civilian personnel operations and increase access to human resources information**
- ◆ **Development is underway and deployment is scheduled to be completed in the Year 2000**
- ◆ **Preparation for deployment is imperative -- to include facility, equipment, and training of personnel**